FINAL REPORT

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Understanding and Harnessing the Power of Ideas, Persuasion and Trust 2.0

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Report Documentation Page

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14. ABSTRACT
This effort is responsive to the AFOSR Trust and Influence Program which is concerned with developing an empirical foundation for the science of reliance and influence. In particular, this involves developing theory and conducting empirical research to identify the cognitive mechanisms associated with persuasion and influence in a digitized world and to definitively determine the antecedents of trust in cross-cultural collaborations. The nature of this issue crosses disciplinary boundaries and, as such, the Trust and Influence Program was designed to encourage collaboration among domestic and international thought leaders across a range of disciplines including psychology, anthropology, sociology, linguistics, the behavioral, cognitive and neuro-econometric sciences as well as information and computer science.

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Understanding and Harnessing the Power of Ideas, Persuasion and Trust 2.0

INTRODUCTION:
This effort is responsive to the AFOSR Trust and Influence Program which is concerned with developing an empirical foundation for the science of reliance and influence. In particular, this involves developing theory and conducting empirical research to identify the cognitive mechanisms associated with persuasion and influence in a digitized world and to definitively determine the antecedents of trust in cross-cultural collaborations. The nature of this issue crosses disciplinary boundaries and, as such, the Trust and Influence Program was designed to encourage collaboration among domestic and international thought leaders across a range of disciplines including psychology, anthropology, sociology, linguistics, the behavioral, cognitive and neuro-econometric sciences as well as information and computer science.

The current effort has supported the goals and intent of the AFOSR Trust and Influence Program. It has focused on understanding the power of ideas, persuasion and trust to influence behavior, collaborative performance and coalition effectiveness. Prior work* focused on characterizing the causal dynamics of ideas and how modes of representation and conveyance promote influence, aid persuasiveness and engender trust. The present effort built on this conceptual foundation. Global thought leaders from across the social and computer sciences were identified and engaged to identify current knowledge gaps, research challenges and viable multi-disciplinary and multi-cultural ways of closing them. Their ideas were elaborated into research whitepapers and proposals which, in turn, were evaluated in detail with respect to their option value to AOARD and the USAF.

APPROACH and ACCOMPLISHMENTS:
Identifying and understanding the foundational research challenges for trust and influence involved the (a) the identification and engagement of over 40 global thought leaders from across the behavioral, social, political, anthropological and computer sciences to aid in the identification of current knowledge gaps and viable multi-disciplinary and multi-cultural approaches for closing them (see Table 1), (b) the expert assessment of leading edge advances and options for leveraging their value to the USAF (see Tables 2 & 3), and the (c) stimulation and elaboration of select research problems as whitepapers and proposals in collaboration with leading international researchers and to provide detailed evaluations of their option value to the Air Force Office of Scientific Research and DoD (See Table 4).

a. **Expert Network**: In the course of the last year, travel budgets were seriously constrained, so, as a cost-effective alternative, STS engaged in extensive online interactions with the research scientists detailed in Table one. These interactions *

Rouse, W.B., & Boff, K.R. and Sanderson, P (2012). Complex socio-technical systems - Understanding and influencing the causality of change. IOS Press: Amsterdam

centered on discussions of their personal research and perspectives on where significant challenges remained to be addressed. Some of these interactions, in turn, progressed to dialogs where specific elements of the research challenges were further elaborated.   Some of these correspondents were subsequently invited to submit concept white papers elaborating these ideas in a form responsive to BAA-AFOSR-2013-0001. Based on reviews of these, a subset of these experts were solicited to submit formal proposals for competitive peer assessment. In August, K Boff attended the International Conference on Cognitive Science Conference in Malaysia as described below. Enroute to this conference, there were several brief stopovers to conduct meetings with AOARD PMs in Tokyo, and with prospective PIs in Singapore. In Singapore, meetings were conducted with Professors Trevor Penney and Michelle See (Department of Psychology, National University of Singapore) and Professors David Chan and Don Ferrin (Singapore Management University).

TABLE 1: GLOBAL THOUGHT LEADERS CONTACTED 2013-2014

AUS	Hussein Abbass	U of New S Wales Canberra, Australia	The Trust Machine
AUS	Garry Robbins	Psych; U of Melbourne	Social networks/Stat
AUS	Mark Woodward	Faculty of Uslluluddin and Islamic Thought, Sociology of Religion Department, Su11ail Kalijaga State Islamic University And Arizona State University	Sociology of Religion
INDON	Halimahtun Khalid	Principal Scientist, Damai Sciences Sdn Bhd Kuala Lumpur, Malaysia	Human and cultural factors
JAPAN	Nasriah Zakaria	Medical Informatics and E-learning Unit, Medical Education Department College of Medicine King Saud U, Riyadh, Kingdom of Saudi Arabia	Swift Trust Formation in Global Virtual Teams
JAPAN	Ilja van Beest	Prof, Social Psychology Tilburg U	coalition formation, social exclusion, negotiation, emotions
KOREA	James H. Liu	Psych, U of Wellington	intercultural communication, social and cognitive processes in collaboration
Malaysia	Hao-Chuan Wang	Assist Prof in Dept of Computer Science, National Tsing Hua University	Political Sociology
Malaysia	Nora Fisher Onar	Ahçeşehir U, Political Science and	Political Sociology

		International Relations. Also, Director, SouthEast Eur Stud at Oxford branch in Istanbul	
Malaysia	Cheong Siew Ann	National Technical University (NTU)	Modeling of how to Harness Trust and Influence in Cyber-space
Malaysia	David Chan	Singapore Management U	Statistics
Malaysia	Don Ferrin	Organizational Behaviour and Human Resources, Lee Kong Chian School of Business Singapore Management U	Trust
NE	Trevor Penney	Nat University of Singapore (NUS)	Using Brain-State Information to Facilitate Conditioned Attitude Formation
NZealand	Michelle SEE	Nat University of Singapore (NUS)	Using Brain-State Information to Facilitate Conditioned Attitude Formation
NZealand	Miao Chun Yan	Director of Emerging Research Lab, School of Computer Engineering, Nanyang Technological University	

b. **Conferences attended.** In the course of the reporting period, K Boff participated in the 9th International Conference on Cognitive Science (27-30 Aug 2013) in Kuching, Sarawak, Malaysia. The intent of this travel was to acquire awareness of contemporary scientific findings and to establish contacts with subject matter experts in gap areas relevant to the trust and influence research challenges and the AFOSR BAA.

The International Conference on Cognitive Science (ICCS 2013) brought together researchers from various disciplines of cognitive science, including anthropology, artificial intelligence, education, linguistics, neuroscience, philosophy and psychology, in both academia and industry, to discuss the latest research applications and developments in the field.

From time to time, it is important to re-establish the bases for doing business (i.e. the business of science) in Asia... which at the same time also serves as a relevant background for my participation at this regional conference. In traditional Asia, the establishment and building of relationships is a necessary prerequisite to collaborative work. Meeting people, particularly senior people of importance can be difficult without an intermediary who can provide an introduction that is, in effect, a warrant of legitimacy. As you meet people and build trust in the relationship, they, in turn, become potential intermediaries for assisting you to establish new relationships thereby enabling a growing sphere of influence.

As an organization, AOARD has established many trusted relationships with scientists and engineers throughout Asia, a number of which have outlasted the PM who

established them. Attendance at regional technical conferences can also be an effective way to meet and begin building relationships with local S&Es though it is not always the best path to meeting the more senior people.

Historically, Asia has not been a strong innovator in the behavioral and social sciences. Most of the successful S&Es in these areas were educated in the US but have had a hard time finding the resources to conduct research outside their academic responsibilities. As a result, much of the past research has been pretty mundane and trailing the state of the art.

My evaluation of the meeting is that it was only GOOD or roughly 3.5 on a 5-point scale. Given the countries involved, there was an evident improvement of the standards of research but with clear room for further improvement. Several potentially good contacts were made with established PIs from the Japan, Singapore, Australia and New Zealand with whom I intend to follow up.

c. **Concept Whitepapers and Proposals**: As a result of the online interactions with the investigators shown in Table 1, Twenty-two (22) white papers were solicited. Thirteen of these were Whitepapers were delivered and subsequently peer-reviewed as illustrated in Table 2.   Based on the peer-reviews, eight of these white papers (Shown in Table 3) were invited to prepare full proposals for research grants or workshops and are in various stages of processing for award. Summaries of the Scientific merits of this proposed work is detailed below

TABLE 2: Whitepapers Solicited and Reviewed		
PI/ E-mail	Affiliation	Title
Halimahtun M. Khalid, et al* halimahtun@damai-sciences.com	Damai Sciences Sdn Bhd, Malaysia	Trusting Humanoid Robot Undertake Social Tasks (3-11-13)
Ilja van Beest* I.vanBeest@uvt.nl	Tilburg University, NE	Meaning Seeking in Fringe Group Members
Hussein Abbass nzakaria@ksu.edu.sa	U of New S Wales Canberra, Australia	The Trust Machine
Cheong Siew Ann Akira Namatame** nama@nda.ac.jp Shu-Heng Ch	NTU Sing NDU, Japan NCU, Taiwan	Modeling of how to Harness Trust and Influence in Cyber-space
Abdel-Hamid Latif hamidlatif.79@gmail.com	Egyptian Research and Training Center, Cairo, Egypt	Building Trust and the Power of Social Media in the Road to Revolution and Democratic Transition: The Egyptian Case
Garry Robins et al garrylr@unimelb.edu.au	University of Melbourne, AU	Dynamic multilevel analysis of social media for attitudinal and disaster management applications
Shafiz Affendi Mohd Yusof, et al s.mohdyusof@seu.edu.sa	Saudi Electronic University, Riyadh, Saudi Arabia	"Tell Me Something": Exploring the Impact of Information Privacy Concerns on Information Sharing Behavior in Social Network Sites
Norhayati Zakaria* nzakaria@ksu.edu.sa Hiroshi Yama	Saudi Elect U, SA Osaka City, JP	You are a Stranger! Examining the Process of Swift Trust Formation in Global Virtual Teams from a Cultural Perspective
Matthew Dentith m.dentith@auckland.ac.nz	Auckland, NZ	Investigating Conspiracy Theories
James Liu et al* james.liu@vuw.ac.nz	Victoria University of Wellington, NZ	Implicit and Explicit Attitudes towards America in Socio-Digital Influence:
Don Ferrin* dferrin@smu.edu.sg	SMU, Sing	First International Network on Trust (FINT) Singapore Workshop 21-23 Nov, 2013
Trevor PENNEY* Michelle SEE, psysyhm@nus.edu.sg YEN Shih Cheng	Nat University of Singapore (NUS)	Using Brain-State Information to Facilitate Conditioned Attitude Formation
Mark Woodward* MARK.WOODWARD@asu.edu	Kalijaga State Islamic University, Indonesia and Arizona State U	Workshop series on "Exploring the Roots of Intolerance"

TABLE 3: TRUST & INFLUENCE PROPOSALS		
PI/ E-mail	**Affiliation**	**Title**
Ilja van Beest I.vanBeest@uvt.nl	Tilburg University, NE	Meaning Seeking in Fringe Group Members
Garry Robins et al garrylr@unimelb.edu.au	University of Melbourne, AU	Dynamic multilevel analysis of social media for attitudinal and disaster management applications
Norhayati Zakaria nzakaria@ksu.edu.sa Hiroshi Yama	Saudi Elect U, SA Osaka City, JP	You are a Stranger! Examining the Process of Swift Trust Formation in Global Virtual Teams from a Cultural Perspective
James Liu et al james.liu@vuw.ac.nz	Victoria University of Wellington, NZ	Implicit and Explicit Attitudes towards America in Socio-Digital Influence:
Don Ferrin dferrin@smu.edu.sg	SMU, Sing	First International Network on Trust (FINT) Singapore Workshop 21-23 Nov, 2013
Trevor PENNEY Michelle SEE, YEN Shih Cheng	Nat University of Singapore (NUS)	Using Brain-State Information to Facilitate Conditioned Attitude Formation
Mark Woodward* MARK.WOODWARD@asu.edu	Kalijaga State Islamic University, Indonesia and Arizona State U	Workshop series on "Exploring the Roots of Intolerance"

PROPOSALS: SUMMARY OF SCIENTIFIC MERIT

1. **Meaning Seeking in Fringe Group Members.** Willem Sleegers, Ilja van Beest,

    Travis Proulx. Tilburg University, Social Psychology Department

    The proposal is concerned with factors contributing to the emergence of extremism in societies. To explore this issue, the proposers advance an interesting causal conundrum supported by recent theoretical advances in social and cognitive

psychology. That is, that extremism is <u>both</u> a cause and an effect of societal instability. Societal instability violates and creates uncertainty in "meaning frameworks" (i.e. world views, ideologies, and moral values) and that extremism is a response to re-establish a sense of meaning. It is specifically suggested that extremist thinking results from 1) increased psychophysiological reactivity in response to meaning threats; 2) a limited number of available meaning sources; and 3) an insecure attachment style.

Three studies are proposed to examine 1) whether fringe group members exhibit increased reactivity in response to threat, 2) whether fringe group members have a limited number of sources of meaning and 3) whether fringe groups members more likely to exhibit an anxious-ambivalent or avoidant attachment style. Studies 1 and 2 involve psychophysiological measures and study three uses a questionnaire. The human use issues are non-invasive and are more issues of privacy protection.

2. **Dynamic multilevel analysis of social media for attitudinal and disaster management applications.** Garry Robbins, Yoshi Kashima (Psychological Sciences), Shanika Karunasekera, Aaron Harwood, Rao Kotagiri, (Computing and Information Systems), Philippa Pattison (social network methodologist), Duy Vu (Mathematics and Statistics). University of Melbourne, Australia

This project aims to develop methods for the analysis of social media data, especially Twitter to enhance understanding of the spread of attitudes and ideas, and of individual and collective action in disaster situations. Their exists a number of related studies on the propagation of ideas and the impact on collective action on social media. The proposed study has a few unique takes on the problem specifically in the area of construing associations among tweets that are predictive of emerging and long term relationships among individuals indicative of interpersonal social structure and emerging *subcultures.*

3. **You are a Stranger! Examining the Process of Swift Trust Formation in Global Virtual Teams from a Cultural Perspective.** Norhayati Zakaria, Saudi Electronic University, Riyadh, Saudi Arabia and Hiroshi Yama, Osaka City University, Sumiyoshi, Osaka Japan.

The proposed effort is focused on assessing the effects of cross-cultural background on the development of "swift trust" in "global virtual teams operating in a distributed and global working environments". The key hypothesis is based on Hall's (1976) intercultural communication theory. It is proposed that "it is more challenging for high context culture individuals to develop swift trust since they require a period of relationship-building before trust can form. However, it is expected that trust formation is facilitated for high context culture individuals if the team is composed of people belonging to their in-group. Similarly, it is proposed

that "low context cultures ascribe to individualism, thus individuals from those cultures are more willing to develop swift trust if the goal is instrumental and focuses on task-orientation". The methodology includes observations, personal semi-structured interviews, and document analysis to understand the phenomenon of building trust swiftly among team members. Potential respondents are people who have experience collaborating and working together at a distance in a team environment.

4. **Implicit and Explicit Attitudes towards America in Socio-Digital Influence.** James Liu, (Co-Director of the Centre for Applied Cross-Cultural Research, and President-Elect of the Asian Association of Social Psychology). Victoria University of Wellington, NZ. Chris G. Sibley (Psychology), University of Auckland, NZ. Toshio Yamagishi, Brain Science Research Center, Tokyo. Japan. Mark Woodward (Religious Studies) affiliated with the Center for the Study of Religion and Conflict at Arizona State University and currently Visiting Professor of Comparative Religion at Gadjah Mada University and Sunan Kalijaga State Islamic University in Indonesia. Nora Fisher Onar has a DPhil in International Relations from Oxford and is Assistant Professor at Bahcesehir University, Istanbul Turkey and the Centre for International Studies, University of Oxford, UK. Felicia Pratto (power, intergroup relations, prejudice and discrimination, and social cognition). University of Connecticut. Susumu Yamaguchi (Social Psychology), University of Tokyo, Japan. Kwok Leung (Management) City University of Hong Kong. Taciano L. Milfont (psychology) Centre for Applied Cross-Cultural Research at Victoria University of Wellington. Sammy Khan (behaviour change) University of Exeter, UK. Danny Osborne (Psychology), University of Auckland, NZ.

Given its importance as a source of information today, there is relatively little cross-cultural research investigating how the digital ecology of the internet influences the formation of explicit and implicit attitudes towards the United States and other Great Powers. The internet is a hyper-choice environment, where general characteristics of digital ecology may be less important than specific features (e.g., websites) used by the individual. Thus, the processes by which attitudes and behaviour are shaped on-line and prepare the ground for individually and collectively meaningful action are likely to be varied. This proposal aims to capture critical sources of that variability across cultures in the form of a) implicit versus explicit attitudes towards America and Americans (compared to other Great Powers), b) how these are linked to specific websites usage patterns and internet usage in general, and c) their impact on behavioral trust for representatives of America and Americans (compared to other Great Powers) in on-line social exchange experiments involving money and power.

This is a very well thought-out and ambitious proposal with high scientific merit. It is ground-breaking cross-cultural empirical research "investigating how the digital

ecology of the internet influences the formation of explicit and implicit attitudes towards the United States and other Great Powers." The research plan is to engage 30 countries, over 10, 000 participants/subjects and multiple co-investigators from 4 countries (NZ, US, TU, JP) and multiple domain/specialties of social science (applied cross-cultural research, psychological statistics, Brain science, sociology, anthropology, religious studies, international relations, intergroup relations and social cognition). The methods include, Background Research using Archival Databases, Interviews, surveys, online experiments, and trust games. IRB clearance will be obtained from Victoria University in Wellington, NZ. The results of this work, if successful, will constitute a major contribution to the science in this area.

5. **Using Brain-State Information to Facilitate Conditioned Attitude Formation**
Trevor Penney, Michelle See (Psychology), and YEN Shih Cheng (Electrical & Computer Engineering) National University of Singapore.

The proposal deals with an interesting concept -- *Evaluative Conditioning* – which is concerned with the manipulation or influence of "attitude" by pairing the object or idea to be influenced with positive or negatively valenced conditioning stimuli. The PIs propose to determine whether they can increase the effectiveness of such parings by synchronizing information presentation with brain microstates that are detected in real time using EEG, ERPs and eye tracking. These are all non-invasive monitoring procedures with no significant IRB implications. The proposed study is an interesting and relevant scientific problem for empirical study.

6. Collaborative support of the **7th FINT Workshop on Trust Within and Between Organizations. First International Network on Trust. Singapore Management University (SMU), 21-23 November 2013.** Don Ferrin, SMU, Singapore**.**

In the past two decades, issues of trust in intra- and inter-organizational relationships have been increasing in importance on the agendas of organizational scholars. This emphasis reflects both the critical importance of trust, and the increasing challenge of building and maintaining trust, in organizations and societies around the world. By establishing a forum for trust scholars from different countries and disciplines, FINT workshops have played an important role in the development of an international research program on 'Trust Within and Between Organizations.' Each of the first six workshops organized in 2001, 2003, 2005, 2007, 2010, and 2012 succeeded in bringing together scholars from over 20 countries and a wide range of disciplines including economics, marketing, work and organizational psychology, sociology of organizations, political sciences, information sciences, and linguistics. The 2013 workshop is organized in Singapore with the hope of also attracting researchers from the growing Asian scientific communities to engage in a more intensive dialogue between East and West. This workshop was also supported, in part, by ONR Global and was successfully conducted in November.

7. **Workshop series on "Exploring the Roots of Intolerance".** Mark Woodward (Religious Studies) affiliated with the Center for the Study of Religion and Conflict at Arizona State University and currently Visiting Professor of Comparative Religion at Gadjah Mada University and Sunan Kalijaga State Islamic University in Indonesia.

A series of three workshops are proposed to be conducted in Singapore, Malaysia and Indonesia. The workshops will be used to explore factors contributing to intolerance and demonization of religious and ethic others in culturally and religiously diverse societies. These will serve as a prototype and proof of concept for a more ambitious project in other countries in which ethno-religious tension is politically salient.

Intolerance and demonization of religious and ethnic others are strongly associated with communal conflict, yet existing paradigms concerning tolerance seem insufficient to addressing questions concerning the causes of intolerance, let alone strategies for overcoming it. Tolerance is a minimal criterion for averting communal violence. The word tolerance suggests not taking action against individuals and communities that you genuinely dislike. (Hating them, but not killing them.) A social contract based on toleration but with out respect is inherently fragile. If groups merely tolerate each other it requires only a trigger, like a rumor, easily spread by political entrepreneurs such as: "The Xs beat up and robbed an old lady" to spark conflict. Building respect diminishes the power of triggers. A substantial body of literature based on research in South and Southeast Asia and the Balkans supports the thesis that "triggers" are more often based on rumors and demonization than on actual events.

There is a tendency in the literature concerning and the practice of inter-religious dialog to focus on abstract theological concepts. Empirical research on religious conflict indicates that disputes arise more often from social and ritual practices, stereotypes and prejudices than from theological or philosophical differences. In these workshops we will avoid *a priori* assumptions and focus on isolating "grass roots" understandings of the causes of intolerance and strategies for building acceptance and respect.

APPENDIX A

7th FINT Workshop on Trust Within and Between Organizations. First International Network on Trust. Singapore Management University (SMU), 21-23 November 2013
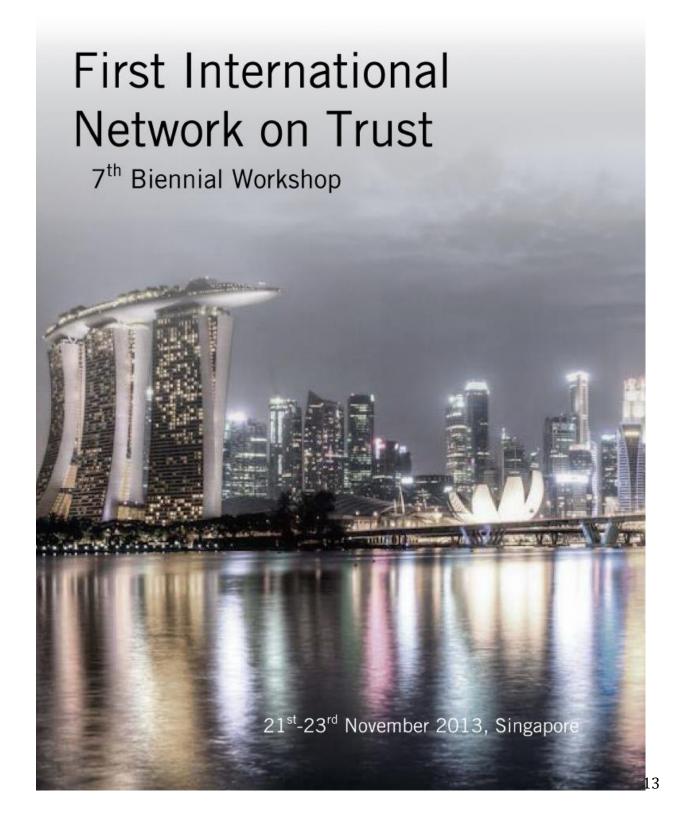
First International
Network on Trust
7th Biennial Workshop

21st-23rd November 2013, Singapore

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Welcome Message

My vision for FINT is an engaged community of scholars who seek to understand trust: scholars who will deeply engage with local and global communities and bridge the gap between theory and practice. Our seventh workshop in Singapore is the next important step towards this goal as we embrace the meaning of *context* for trust research; we ask how trust and crises of trust differ between contexts and what these differences mean for trust development and trust repair. I could imagine no better place to bring context and culture into the picture than Singapore given that it is often referred to as the perfect blend of east and west.

We have designed the workshop in Singapore in a way that we hope will *maximize community-building activities*. The programme is full of opportunities to meet, exchange ideas, discuss critically, and form new friendships and collaborations. All programme activities are open to everybody: on our first day we explore the development capacity of our own research in paper development workshops, publication workshops and an exciting symposium that opens the discussion on the future of trust research. This is followed by two days packed with wonderful paper and round-table sessions, social activities and of course two keynote speeches from scholars whose research focuses on the influence of context on trust development.

So let the games begin and let's have vivid and engaging discussions on trust. I look forward to meeting interesting colleagues old and new during the next few days.

Sincerely,

Antoinette Weibel, University of Konstanz

President of FINT

Welcome Message

It is with great pleasure that I welcome you to SMU and the Lee Kong Chian School of Business (LKCSB) for the First International Network on Trust 2013 Singapore Workshop. It is also a pleasure to serve as co-sponsor for this Workshop, your first outside of Europe. As an Asian business school with over 100 faculty members, our objectives are to be a major centre for business knowledge creation, foster research excellence, and craft impact on practice. In short, at SMU and the LKCSB, we care deeply about research that matters.

In the present era, there are few if any topics of study that could be considered more important than trust. Trust is particularly relevant in Singapore considering that Singapore's successful transformation over the last several decades is due, at least in part, to the recognised integrity of its political and commercial systems.

Moreover, Singapore's current leaders recognise that trust is as crucial today as it was in Singapore's early years, and that maintaining trust is a never-ending process. I am delighted that you are convening here at SMU to share and advance your research. I wish you the very best in pursuing your research agenda, and ultimately contributing to knowledge and impacting the practice of trust.

Sincerely,

Professor Howard Thomas

Dean, Lee Kong Chian School of Business, Singapore Management University

LKCSB Chair in Strategic Management

Welcome Message

Even though none of us is actually Singaporean, we are delighted and proud to welcome you to "our Singapore." Helping to organise this Workshop has really encouraged us to focus on what it is about Singapore's academic environment, and Singapore's culture, history, cuisine, and religions, that we would most like to share with you. We have tried to design the Workshop so that it not only achieves its objectives of providing an environment for the sharing of cutting-edge research on trust and further building the community of trust researchers worldwide, but also provides you with an opportunity to get a sense of what Singapore is all about. The region around Singapore has been a cultural crossroads for over two thousand years. The Singapore of today is a very diverse place, with Chinese, Malays, Indians, and Europeans all having a long history here together, in a relative harmony that exists not by chance but by design. But, truth be told, their respect for each other's cultures and religions is equalled by (maybe even surpassed by) their love for each other's cuisines. So, we hope you enjoy this brief 'taste' of Singapore. Please come visit us again.

Sincerely,

Don Ferrin (Singapore Management University)

Ashley Fulmer (National University of Singapore)

Serena Lu (Singapore Management University)

Workshop Overview

Workshop

Thursday, 21 November	
10:00 – 18:00	Paper Publication Workshop Paper Development Workshops Opening Symposium
18:00 – 21:30	Welcome Reception and Dinner
Friday, 22 November	
08:30 – 17:30	Welcome and Opening Session Keynote Presentation Paper Presentation Sessions Round Table Sessions
18:00 – 22:00	Festive Dinner, Asian Civilisations Museum
Saturday, 23 November	
09:00 – 16:30	Keynote Presentation Paper Presentation Sessions
16:30 – 18:00	Farewell and Chill-Out Reception

Post-Workshop Activities

Saturday, 23 November	
18:00 – 21:30	Night Safari
Sunday, 24 November	
09:00 – 13:30	Singapore Cultural and History Tour

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About FINT

Pictured are (front row) Denise Skinner, Antoinette Weibel, Roxanne Zolin, and (back row) Guido Möllering, Fabrizio Zerbini, Richard Priem, Sandro Castaldo, and Don Ferrin.

The First International Network on Trust (FINT) aims to further international cooperation in trust research via conferences, workshops, regular newsletters, and various other activities.

FINT members have organised numerous tracks on trust at EURAM, EGOS, and the Academy of Management conferences. FINT actively aims to further publications on trust, preferably co-authored by scholars from different countries. Workshop and track papers have been brought together in special issues of Personnel Review (2003, vol. 32, no. 5), Journal of Managerial Psychology (2004, vol. 19, no. 6) and Strategic Change (2005), an edited volume on 'Trust under pressure' (published by Edward Elgar) and special issues on 'Trust and control' in International Sociology (2005) and Group and Organization Management (2007).

Recent book publications are Trust and Human Resources Management, the Handbook of Research Methods on Trust (both published by Edward Elgar) and Organizational Trust - A Cultural Perspective (volume published by Cambridge University Press). FINT members have also contributed actively to the creation of the Journal of Trust Research.

The FINT Board comprises Antoinette Weibel (University of Konstanz), Sandro Castaldo (Bocconi University), Don Ferrin (Singapore Management University), Guido Möllering (Jacobs University Bremen), Richard Priem (Texas Christian University), and Denise Skinner (Coventry University). Our Chief Communications Officer is Roxanne Zolin (Queensland University of Technology).

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Conference Venue

Conference Venue

FINT 2013 will be held in the SMU Administration Building and the Lee Kong Chian School of Business:

SMU Administration Building, 81 Victoria Street, Singapore 188065

Lee Kong Chian School of Business, 50 Stamford Road, Singapore 178899

Nearest MRT Stations

Bras Basah MRT Station (CC2)

City Hall MRT Station (EW13/NS25)

Keynote Speaker

David De Cremer

Professor of Organizational Behavior, China Europe International Business School Shanghai (CEIBS)

David De Cremer is Professor of Organizational Behavior at China Europe International Business School Shanghai (CEIBS) and a Visiting Professor at London Business School, UK. Before joining CEIBS, he was a Professor of Behavioural Business Ethics at Rotterdam School of Management, Erasmus University, and Scientific Director of the Erasmus Centre of Behavioural Ethics. David is an elected member of the Young Academy of the Royal Dutch Academy of Sciences.

Professor De Cremer has received several scientific awards including the British Psychology Society award for "Outstanding Ph.D. Thesis in Social Psychology," the "Jos Jaspars Early Career Award for Outstanding Contributions to Social Psychology," the "Comenius European Young Psychologist Award," and the "International Society for Justice Research Early Career Contribution Award."

David has published in the fields of psychology, behavioural economics, management and organisational behaviour, edited books focusing on topics of "Social Psychology and Economics," "Advances in the Psychology of Justice and Affect," "Psychological Perspectives on Ethical Behavior and Decision Making," "Social Psychology and Organizations," and "Behavioral Business Ethics: Shaping an Emerging Field," and authored popular books on the topics of "When Good People Do Bad Things: Illustrating the Psychology Behind the Financial Crisis," "Making Negotiations Predictable: What Science Tells Us," and "The Proactive Leader: How to Overcome Procrastination and be a Bold Decision-Maker." David's recent work has been discussed in the Scientific American, Bloomberg News, Wall Street Journal, The Economist and The Financial Times. He is also a regular contributor of opinion pieces to several leading European financial and economic newspapers and magazines, and in 2009-2010 he was named the most influential economist in the Netherlands. Professor De Cremer holds a Ph.D. from the University of Southampton, UK, in social sciences, and an M.A. in social psychology and B.A. in philosophy from the University of Leuven, Belgium. He has held faculty positions at New York University, Harvard University and Tilburg University.

Keynote Speaker

Toshio Yamagishi

Professor Emeritus, Hokkaido University
Project Professor, Center for Evolutionary Cognitive Sciences, University of Tokyo

Toshio Yamagishi was born in Nagoya, Japan, in 1948. He received his Bachelor's and Master's degrees from Hitotsubashi University, Tokyo, in sociology, and his Doctoral degree in sociology from the University of Washington. Professor Yamagishi started his teaching career at Hokkaido University, then moved to the University of Washington, then returned to Hokkaido University where he has been since 1988. In 2008, he established the Center for Experimental Research in Social Sciences and became its inaugural Director. In 2012, he moved to Tamagawa University, and then to the University of Tokyo, where he is currently Project Professor at the Center for Evolutionary Cognitive Sciences. He is a former member of Science Council of Japan.

Honours he has received include the Nikkei Prize for Excellent Books in Economic Science (1999), Medal with Purple Ribbon (2004; a national medal given to about a dozen most distinguished scholars annually in all scholastic fields in Japan), eight prizes from academic associations, Fellow at ZentrumfürUmfragen, Methoden und Analysen (1990), Rio Tinto/La Trobe University Distinguished Visiting Fellow (1999), Fulbright Fellow (2000), Distinguished Fellow at the Institute of Advanced Study, La Trobe University (2001), Fellow at the Center for Advanced Study in Behavioral Sciences (2002), and Distinguished Fellow at the Sage Center for the Study of Mind, University of California Santa Barbara. Most recently, Professor Yamagishi was endowed with the national honour of "Cultural Contributor" which is given to a very select few distinguished scholars and artists in Japan.

Professor Yamagishi is widely recognised for his research on trust, cooperation, altruism, reciprocity, and related issues. His current research focuses on the dynamic interplay between human psychology and the macro social structure. He has published 20 books including edited books, 126 journal articles, and 59 book chapters, with citations over 9,000 and an h-index of 40.

Programme Details

Thursday, 21st November

Coffee & Tea
[9:00 – 10:00]
LKCSB Catering Area A, 3/F Lee Kong Chian School of Business

Paper Publication Workshop
[10:00 – 11:30]
LKCSB Classroom 3-2
Ashley Fulmer (National University of Singapore) and Sim Sitkin (Duke University)

This workshop is designed for those who would like to learn more about publication as a practice. While this may be of particular interest to graduate students and junior faculty, everyone is welcome to attend. Sim Sitkin and Ashley Fulmer will be sharing their publication experiences, from choosing research topics to handling the revise and resubmit process. The aim of the workshop is to provide insight into publication-related strategies and to engage in an open dialogue about the frustrations and rewards of the publication process.

Lunch: Offsite
[11:30 – 12:30]
Meet at 11:30 outside LKCSB Classroom 3-2

Thursday, 21st November	
Paper Development Workshops [12:30 – 15:30] The aim of these paper development workshops is to provide as much feedback as possible for these early-stage promising seed papers. Hence we suggest that all presenters read each other's short papers and provide some written feedback to the other presenters, in addition to engaging in the feedback discussion for each paper during the session. Presenters are also matched with a mentor who will provide additional feedback. The formal format will include short presentations by each author (max. 15-20 minutes) and discussion/feedback after every presentation. All are welcome to attend these Paper Development Workshops.	
Workshop 1 *LKCSB Classroom 3-2*	The effects of trust and motivation at work on proactive and counterproductive work behaviours. Lisa van der Werff (Irish Centre for Cloud Computing and Commerce, Dublin City University) Finian Buckley (Dublin City University) *Mentor: Antoinette Weibel (University of Konstanz)*
	Trust in the context of aging – An empirical qualitative research on the impact of age on the relevance of trust in intra-organisational relationships. ArianeJäckel (University of Kassel) *Mentor: Denise Skinner (Coventry University)*
	Trust violation between co-workers in Turkey. Engin Bağış Öztürk (Dokuz Eylül University) Ömür Neczan Timurcanday Özmen (Dokuz Eylül University) *Mentor: Nicole Gillespie (University of Queensland)*
	Trust formation at organisational level in the case of merger of university organisations. Sari-Johanna Karhapää (University of Eastern Finland) *Mentor: Guido Möllering (Jacobs University Bremen)*

Thursday, 21st November	
Workshop 2 LKCSB Classroom 3-3	*Trust in offshore outsourcing collaboration: Strategies for maintaining enlightened indifference.* Thomas Tøth (Copenhagen Business School) Mentor: Anne-Marie Nienaber (Coventry University)
	Trust and corporate social responsibility: A case-study in value co-creation. Layton Croft (Peabody Energy) Bernard L. Simonin (Tufts University) Mentor: Graham Dietz (Durham University)
	Significant predictor and outcome of interpersonal trust: Empirical evidence from Pakistan. Mohammad Nisar Khattak (International Islamic University) Mentor: S. Arzu Wasti (Sabanci University)
	Loss of trust and workplace deviance: Referent-specific, spill-over or displaced effects? Alexandra Arnold (University of Zurich) Anja Feierabend (University of Zurich) Bruno Staffelbach (University of Zurich) Mentor: Rosalind Searle (Coventry University)

Afternoon Tea Break
[15:30 – 16:00]
Function Room 4.1, SMU Administration Building

Thursday, 21ˢᵗ November

Symposium on the Major Gaps in Trust Research: Challenges and Opportunities
[16:00 – 18:00]
Function Room 4.1, SMU Administration Building

Reinhard Bachmann (University of Surrey)
Bart A. De Jong (VU University Amsterdam)
Ashley Fulmer (National University of Singapore)
Peter Ping Li (Copenhagen Business School)
Guido Möllering (Jacobs University Bremen)
Sim Sitkin (Duke University)

This symposium is designed to trigger a lively discussion on where trust research could go next. The panellists point to the need for contextualisation and they also highlight the opportunities of studying the phenomenon of trust as it crosses and connects levels, organisations, cultures and disciplines.

Welcome Reception and Dinner
[18:00 – 21:30]
[Welcome Presentation at 19:00]
6/F Faculty Lounge, SMU Administration Building

Friday, 22nd November

Coffee & Tea
[8:30 – 9:00]
Outside Mochtar Riady Auditorium, 5/F SMU Administration Building

Opening & Keynote 1: Exploring the psychological underpinnings and consequences of trust in the West and China.
[9:00 – 10:30]
David DeCremer (China Europe International Business School)
Mochtar Riady Auditorium

Morning Tea Break
[10:30 – 11:00]
Outside Executive Seminar Room 4-1, SMU Administration Building

Paper Session 1 [11:00 – 12:30]	
Paper Session 1A: Leader-Follower Trust Executive Seminar Room 4-1 Session Chair: Svein Tvedt Johansen (Harstad University College)	*Can we trust organisations too much? Linking organisational trust to models of corporate governance through institutional logics.* Graeme Martin (University of Dundee) Ijeoma Jacklyn Okpanum (University of Glasgow) Sabina Siebert (University of Glasgow)
	When proactivity-trust asymmetries block knowledge exchange: A social identity perspective. Adele Grazi (Dublin City University) Finian Buckley (Dublin City University)
	Investigating the role of the immediate manager as an organisational trust-building agent. Alison Legood (Coventry University) Geoff Thomas (Aston Business School)

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Friday, 22nd November	
Paper Session 1B: Active Trust Building Executive Seminar Room 4-2 Session Chair: Peter Ping Li (Copenhagen Business School)	*Active initial trust-building – an essential task in the field of microfinance.* Jonas Restle (University of Konstanz) Antoinette Weibel (University of Konstanz) Christin Wohlrath (University of Konstanz)
	Entrepreneurial team formation and trust development: The contingent effect of the founding institutional environment. Chenjian Zhang (Jacobs University Bremen) Guido Möllering (Jacobs University Bremen)
	Proactive trust-building in Sino-foreign business relationships via the grit-strategy. Miriam Müthel (WHU-Otto Beisheim School of Management)
Paper Session 1C: Trust Repair Executive Media Theatre 5/F Session Chair: Graham Dietz (Durham University)	*Cheating and corruption in sport: A conceptual model for multi-level analysis profiling cheats.* Samantha Gorse (Coventry University) Terri Byers (Coventry University) Rosalind Searle (Coventry University) Alison Legood (Coventry University)
	Making sense of procedural justice effects and the role of trust as a two-way street. Sebastian C. Schuh (China Europe International Business School) David De Cremer (China Europe International Business School) Marius van Dijke (Rotterham School of Management)
	Trust, trust violation and moral repair. Marc A. Cohen (Seattle University)

Lunch
[12:30 – 14:00]
Sun Café, Hotel Grand Pacific, 101 Victoria Street
(Adjacent to the SMU Administration Building)

Friday, 22nd November		
Round Table Sessions [14:00 – 15:30] *Round Table sessions are designed to provide a forum for discussion of research in progress in a 'round table' setting that fosters closer and more engaged discussion. Authors will have read each others' papers beforehand. After briefly presenting the individual papers, authors and audience members engage in a discussion focused on the strengths, weaknesses, and areas of improvement of the individual papers, and also more general discussion about the status of research in the area, research gaps, methodological challenges in the area, etc. All are welcome to attend.*		
Round Table Session A: The Importance of Perspective in Trust Research Executive Studio Rooms 4-1 & 4-2 Session Chair: Bart Vanneste (University College London)	*Examining the effects of felt trust by supervisors: Comparing social-exchange and self-evaluative perspectives.* Hui Li (Chinese University of Hong Kong) Shan S. Wen (Chinese University of Hong Kong) Dora C. Lau (Chinese University of Hong Kong) Long W. Lam (University of Macau)	
	Trustworthiness evaluations and trust building in Sino-western business relationships. Minna Jukka (Lappeenranta University of Technology) Kirsimarja Blomqvist (Lappeenranta University of Technology) Chunmei Gan (Copenhagen Business School) Peter Ping Li (Copenhagen Business School)	
	The moderating and mediating role of trust in supervisors and organisation on the disclosure of stigmatized identities at work. Ben Capell (ESADE Business School) Simon L. Dolan (ESADE Business School) Shay S. Tzafrir (University of Haifa)	
Round Table Session B: Organisational Trust Executive Studio Rooms 4-3 & 4-4 Session Chair: S. Nazli Wasti (Middle East Technical University)	*Examining the interplays among congruity, multi-level trust and negotiation effectiveness.* Wendy Wang Yuanyuan (University of Hong Kong)	
	Early trusting: Organisational trust and applicants' reactions to recruitment and selection procedures. Rosalind Searle (Coventry University) Alison Legood (Coventry University)	
	Moderating effect of organisational trust on the relationship between HRM related protection and innovation performance. Heidi Olander (Lappeenranta University of Technology) Mika Vanhala (Lappeenranta University of Technology) Pia Hurmelinna-Laukkanen (University of Oulu) Kirsimarja Blomqvist (Lappeenranta University of Technology)	
	The prototyping oracle: Trust in Chinese supply chain relationships. Thorsten Migge (University of Western Australia) Sharon Purchase (University of Western Australia) Sandra Kiffin-Petersen (University of Western Australia)	

Friday, 22ⁿᵈ November	
Round Table Session C: Trust as Process Executive Studio Rooms 4-7 & 4-8 Session Chair: Peter Moran (University of New South Wales)	*Processual and relational perspective on trust in leadership - a dyadic level analysis.* Mirjami Ikonen (University of Eastern Finland) Taina Savolainen (University of Eastern Finland)
	Building network trust by field-configuring events. Helge Svare (Work Research Institute, Oslo) Anne Gausdal (Vestfold University College) Guido Möllering (Jacobs University Bremen)
	Mining fraudulent patterns in online advertising. Richard J. Oentaryo (Singapore Management University) Ee-Peng Lim (Singapore Management University)
Round Table Session D: Group-based Trust Executive Studio Rooms 4-9 & 4-10 Session Chair: Sabina Siebert (University of Glasgow)	*When you respond "I care about you": The effect of reciprocity on trust development.* Xue Zheng (Erasmus University Rotterdam) Marius van Dijke (Erasmus University Rotterdam) David de Cremer (China Europe International Business School)
	Team trust benefits within bounds: Conditional effects on knowledge sharing. K.M. Bijlsma-Frankema (University of Groningen) Filip Agneessens (University of Surrey)
	Anonymous matching and group reputation. Yi Zhang (Singapore Management University)

Afternoon Tea Break
[15:30 – 16:00]
Outside Executive Seminar Room 4-1, SMU Administration Building

Friday, 22nd November	
Paper Session 2 [16:00 – 17:30]	
Paper Session 2A: **Stakeholder Trust in** **Different Contexts** Executive Seminar Room 4-1 Session Chair: Pamela Yeow (Kent Business School)	*The role of online shoppers' cultural background on developing online trust.* Antonina (Tonya) Bauman (University of Surrey)
	Effects of service quality and sales person's state of being on consumer trust and relationship commitment: An empirical study on insurance buyers in India. Tapan K Panda (Great Lakes Institute of Management Chennai)
	Reputation counts but the relationship history does not matter! Asian characteristics in business relationships – a meta-analysis. Ann-Marie Nienaber (Coventry University) Marcel Hofeditz (University of Münster) Rosalind Searle (Coventry University) Gerhard Schewe (University of Münster)
Paper Session 2B: **"Theories Less Travelled"** Executive Media Theatre 5/F Session Chair: Denise Skinner (Coventry University)	*Envisioning trust: Trust, metaphors and situations.* Svein Tvedt Johansen (Harstad University College) Bjarne Espedal (Norwegian School of Economics and Business Administration) Kjell Grønhaug (Norwegian School of Economics and Business Administration) Marcus Selart (Norwegian School of Economics and Business Administration)
	Guilty or not guilty? A neo-institutional perspective on trust repair. Branko Bozic (University of Glasgow) Sabina Siebert (University of Glasgow) Graeme Martin (University of Dundee)

Friday, 22nd November	
Paper Session 2C: Inter-organisational Trust Executive Seminar Room 4-2 Session Chair: Kirsimarja Blomqvist (Lappeenranta University of Technology)	*Trust in forming firms' alliance portfolios: Distinguishing high-growth from ordinary firms in the ICT industry.* Monika Golonka (Kozminski University)
	The double-edged sword of high expectations: Initial trust, current trust and satisfaction in inter-organisational collaborations. Gokhan Ertug (Singapore Management University) Ben Bensaou (INSEAD) Ilya Cuypers (Singapore Management University) Niels Noorderhaven (Tilburg University)
	From interpersonal to interorganisational trust: The role of indirect reciprocity. Bart Vanneste (University College London)

Festive Dinner
[18:00 - 20:00: Tours, drinks, and hors d'oeuvres]
[20:00 onwards: Dinner]
Asian Civilisations Museum

Saturday, 23rd November

Coffee & Tea
[9:00 – 9:30]
Mochtar Riady Auditorium, 5/F SMU Administration Building

Keynote 2: Trust, trustworthiness, and measures of general trust. [09:30 - 10:30]
Toshio Yamagishi (Hokkaido University and University of Tokyo)
Mochtar Riady Auditorium

Morning Tea Break
[10:30 – 11:00]
Outside Executive Seminar Room 4-1, SMU Administration Building

Paper Session 3	
[11:00 – 12:30]	
Paper Session 3A (Inter-)Cultural Trust Executive Seminar Room 4-1 Session Chair: Kurt Dirks (Washington University)	*Critical trust incidents across cultures: A focus on individualism and collectivism.* Ashley Fulmer (National University of Singapore) S. Arzu Wasti (Sabancı University) Hwee Hoon Tan (Singapore Management University) Jocelyn Tedja (National University of Singapore) Bernice Si Qin Tan (National University of Singapore)
	Impact of changing levels of supervisory trust on changing levels of organisational trust: A cultural perspective. Alexandra Arnold (University of Zurich) Anja Feierabend (University of Zurich)
	Reaching agreement on trusting behaviour – evidence on cultural differences from a public goods game with representatives. Christiane Schwieren (Ruprecht Karl University of Heidelberg) Yoshio Iida (Kyoto Sangyo University) Andrew Isaak (University of Mannheim)

Saturday, 23rd November	
Paper Session 3B: **(Inter-)Team Trust** Executive Seminar Room 4-2 Session Chair: Steven Lui (University of New South Wales)	*Trust and power to prevent social loafing in virtual teams.* Thomas Afflerbach (University of Konstanz) Katharina Gläsener (University of Hamburg) Antoinette Weibel (University of Konstanz)
	The crowding-out effect of swift trust in virtual collaboration and its underestimated foundation in cultural diversity. Iris C. Fischlmayr (Johannes Kepler University) Sebastian Wessely (Johannes Kepler University)
	The interplay between goal clarity and inter-team trust on team innovation. Steven Lui (University of New South Wales) John Lai (University of New South Wales) Peter Moran (University of New South Wales)
Paper Session 3C: **Violations of Trust** Executive Media Theatre 5/F Session Chair: Shay S. Tzafrir (University of Haifa)	*Disgust can motivate misrepresentation and perceptions of the counterpart's untrustworthiness in a negotiation setting.* Dejun Tony Kong (University of Richmond) Ashley Fulmer (National University of Singapore)
	How many pennies for your pain? Willingness to compensate as a function of expected future interaction and intentionality feedback. Pieter Desmet (Erasmus University Rotterdam) Joost Leunissen (Erasmus University Rotterdam) David De Cremer (China Europe International Business School)
	Analysing media's reflection of Toyota's trust repair efforts using image restoration theory. S. Nazli Wasti (Middle East Technical University) İlayda Güngör (Middle East Technical University) Güneş Biliciler (Middle East TechnicalUniversity) Ekin Yağmur Tanrıverdi (Middle East Technical University)

Lunch: Food Chase
[12:30 – 14:00]

Saturday, 23rd November	
Meeting of the Editorial Review Board of the Journal of Trust Research [14:00 – 15:00] Executive Seminar Room 4-1	
Paper Session 4 [15:00 – 16:30]	
Paper Session 4A: (Inter-) Cultural Trust Executive Seminar Room 4-1 Session Chair: S. Arzu Wasti (Sabanci University)	Building trust across cultures: A study of Gricean cooperative maxims of communication between Swedish and Singaporean managers in Singapore. Cheryl M. Cordeiro (University of Gothenburg)
	A meta-analysis on cultural/societal differences in the level of trust. Yiming Jing (University of Delaware)
Paper Session 4B: Context Sensitive Trust Executive Seminar Room 4-2 Session Chair: Ann-Marie Nienaber (Coventry University)	How does context influence the way we think about trust: A meta-narrative review. Pamela Yeow (Kent Business School) Danielle Tucker (Imperial College Business School)
	Trust among mission driven organisations: A theoretical model of the effect of mission drift. Taehyon Choi (Seoul National University) Susan M. Chandler (University of Hawaii at Manoa)
	Lack of cues of nature explains lower trust in cities. M. Pitesa (Grenoble Ecole de Management) S. Thau (London Business School) M. Pillutla (London Business School) S. Bhutada (London Business School)

Saturday, 23rd November	
Paper Session 4C: Trust Repair Executive Media Theatre 5/F Session Chair: Finian Buckley (Dublin City University)	*Reintegration and trust repair at Severn Trent Water.* Nicole Gillespie (University of Queensland) Graham Dietz (University of Durham) Steve Lockey (University of Durham)
	Beyond rogue employees and bad apples: Engineering trustworthy organisations. Robert F. Hurley (Fordham University) Nicole Gillespie (University of Queensland) Donald L. Ferrin (Singapore Management University) Graham Dietz (University of Durham)
	"A stitch in time saves... how many?" The dynamics of trust protection and preservation. Graham Dietz (University of Durham) Veronica Hope-Hailey (University of Bath) Rosalind Searle (Coventry University)

Farewell & Chill-Out Reception
[16:30 – 18:00]
6/F Faculty Lounge, SMU Administration Building, then
Ice-Cold B, Ground Floor of Lee Kong Chian School of Business

Workshop Organising Committee

Dr. Antoinette Weibel
antoinette.weibel@uni-konstanz.de

Antoinette Weibel is Professor for Management Studies at the University of Konstanz, Germany. She earned her Ph.D. in 2002 at the University of Zurich, Switzerland and served as assistant professor there while writing her habilitation. She is full professor since 2008. Antoinette's research focuses on trust in the organisation and on trust and control. Furthermore, she also conducts research on motivation management. Antoinette lives with her husband and her two cats in Zurich and loves to dive and to hike in her free time - although arguably diving is a bit more difficult to do in Switzerland than hiking.

Dr. Don Ferrin
dferrin@smu.edu.sg

Don Ferrin is Professor of Organisational Behaviour and Human Resources at Singapore Management University. Don earned his Ph.D. in 2000 from the Carlson School of Management, University of Minnesota, and served on the faculty of the State University of New York at Buffalo until joining SMU in 2004. Don's research focuses exclusively on trust, including trust in leadership, trust development processes, trust and organisational networks, trust in the context of negotiation, and trust violations and repair. When he is not studying trust, Don loves to spend time with his family traveling around Asia, and sailing in Singapore waters and beyond.

Dr. Ashley Fulmer
afulmer@nus.edu.sg

Ashley Fulmer is an Assistant Professor of Psychology at the National University of Singapore. She received her PhD in Organizational Psychology in 2012 from the University of Maryland, College Park. Her research centres on trust in organisations, cross-cultural organisational behaviour, and levels of analysis issues. Outside of work, she enjoys traveling and horseback riding.

Workshop Organising Committee

Ms. Serena Lu
ch.lu.2012@pbs.smu.edu.sg

Serena Lu is a 2nd year PhD student of Organisational Behaviour and Human Resources at Singapore Management University. Serena earned her M.Phil. in 2010 from the Management Department, Lingnan University, Hong Kong. Her research interests include organisational trust and justice, negotiation, organisational socialisation, etc. While studying at Singapore Management University, she likes to play badminton and loves gourmet food.

Dr. Guido Möllering
g.moellering@jacobs-university.de

Guido Möllering is Associate Professor of Organization and Management and holds the EWE Chair of Economic Organization and Trust at Jacobs University Bremen, Germany. He earned his PhD in Management at the University of Cambridge, UK, and his Habilitation in Business Administration at Freie Universität Berlin, Germany. His main areas of research are inter-organisational relationships, organisational fields, and trust. He has been particularly interested in conceptualisations of trust, processes of trusting, and methodological challenges in trust research. Guido is a Senior Editor of Organization Studies and Associate Editor of the Journal of Trust Research. He likes to play football and make music – these days mostly with his two children.

Dr. S. Arzu Wasti
awasti@sabanciuniv.edu

S. Arzu Wasti is Professor of Management and Organization Studies at Sabanci University, Istanbul, Turkey. Arzu earned her PhD in 1999 from the Institute of Labor and Industrial Relations, University of Illinois at Urbana-Champaign, and has been at Sabanci University since then. Arzu'sresearch is on the influence of culture on the workplace, particularly focusing on relational constructs such as commitment and trust. In her free time, she mostly wonders what this is all for, and then indulges in spicy, exotic food!

A Peek into the Future:

The 8ᵗʰ FINT Workshop

We are excited to announce the location and timing of the 8ᵗʰ FINT Workshop.

The 8ᵗʰ FINT Workshop will be hosted by the Faculty of Business, Environment and Society, Coventry University, UK, on 6-8 November, 2014.

See you there!

Sponsors and Partners of FINT 2013

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APPENDIX B

CURRICULUM VITAE

KENNETH R BOFF

<div align="center">

CURRICULUM VITAE

Kenneth Richard Boff

</div>

8260 Barton Farms Blvd - Sarasota FL 34240
941-706-2455
krboff@gmail.com

POSITIONS:

- Principal Scientist, Socio-Technical Sciences   2009-
- Principal Scientist, Tennenbaum Institute, Georgia Institute of Technology   2007-2012
- Senior Technical Advisor, Asian Office of Aerospace Research and   2007-2010
  Development, Tokyo, Japan
- Independent Consultant   2007-
- Chief Scientist, Human Effectiveness Directorate, Air Force Research
  Laboratory. Wright-Patterson Air Force Base, OH   1997-2007
- Director, Fitts Human Engineering Division, USAF Armstrong Lab
  Wright-Patterson Air Force Base, OH   1991-1997
- Director of Design Technology, Aerospace Medical Research Laboratory   1988-1991
- Engineering Research Psychologist, Aerospace Medical Research
  Laboratory. Wright-Patterson Air Force Base, OH   1980-1988
- Research psychologist. AF Human Resources Laboratory
  Wright-Patterson Air Force Base, OH   1977-1980

EDUCATION:

Ph.D.	Experimental Psychology, Columbia University	1978
M.Phil.	Experimental Psychology, Columbia University	1975
M.A.	Experimental Psychology, Hunter College (CUNY)	1972
B.A.	General Psychology, Hunter College (CUNY)	1969

PROFESSIONAL ACTIVITIES AND MEMBERSHIPS:

- Technical Advisory Board Member: Army Research Laboratory   2013 -
- Chair, National Academy of Sciences, Soldier Systems Panel   2013 -
- Advisory Board: Southeast Asian Network of Ergonomic Societies   2012 -
  Conference. Lankawi, Malaysia.
- Panel Member: National Academy of Sciences, Soldier Systems Pane2011-
- Technical Auditor, R&D portfolio of the Center for Behavioral Sciences,
  Liberty Mutual Insurance Co, Hopkinton, Ma   2010
- Panel Member: FAA Research Engineering Development Advisory Committee
  to assess cultural impacts of NextGen: The redesign and development of
  the Next Generation National Aerospace Management System   2010-2011
- Human Computer Interaction and Visualization Advisory Board,
  University of Kaiserslautern, GE (Annual meeting)   2007-2011

- Technical Reviewer, AFOSR MURI on Socio-Cultural Modeling   2008-2010
- Chair, International Workshop on The Etiology and Impact of Digital Natives on Societies, Culture and Commerce, Korean Advanced Institute for Science & Technology (KAIST). Taejon, SK.   2009
- Chair, International Work Shop on Culture: Affect, Behavior and Cognition. Langkawi, Malaysia   2008
- Chair, FAA Human Factors R&D Advisory Committee   2007-2009
- Steering Committee: International Federation of Automatic Control (IFAC) Seoul, South Korea   2006-2007
- Steering Committee: HCI International 2007, July, Beijing, PRC   2006-2007
- Steering Committee: Int'l Conference on Human-Computer Interaction in Aeronautics (HCI-Aero 2006), Sept 2006, Seattle WA   2005-2006
- Associate Editor, Information-Knowledge-Systems Management Journal   2004-
- Editorial Board, Handbook of Human Factors, Wiley & Sons   2003-2005
- Steering Committee: HCI International 2005, July, Las Vegas NE   2004-2005
- Steering Committee; Intl Conference on Work with Computing Systems, Sarawak, Malaysia   2003-2004
- Steering Committee; International Symposium of Aviation Psychology, Dayton, OH   2002-2003
- Steering Committee: HCI International 2003, June, Crete, GR   2002-2003
- Co-Chair: RTO Symposium on the Role of Humans in Automated Systems. Oct 2002; Warsaw, Poland.   2002
- Member, NATO Technical Group on Battle Space Visualization: Paris, Amsterdam   2000-2002
- Organizing Committee, Int'l Conference on Human-Computer Interaction in Aeronautics (HCI-Aero 2000); Toulouse, FR   1999-2000
- Chair, RTO Symposium on Usability of Information in Battle Management Operations. April, Oslo, Norway   2000
- Organizing Committee, IEEE Computer Society Symposium on Human Interaction With Complex Systems '00, Champaign-Urbana IL   1998-1999
- Steering Committee, 8th Computer Generated Forces Conf. Orlando Fl   1998-1999
- Director, Putting Technology To Work Workshop; Sinclair College   1998
- Organizing Committee, IEEE Computer Society Symposium on Human Interaction With Complex Systems '98, Dayton OH   1997-1998
- Steering Committee, HCI International '00   1998-
- US National Coordinator and HF Chair, NATO Research & Technology Organization (RTO), Human Factors and Medicine Panel   1997-2003
- US National Coordinator, NATO AGARD Aerospace Medicine Panel   1997
- Steering Committee, HCI –Aero 98; Montreal CA   1997-1998
- Steering Committee, IEEE Info Visualization 98   1997-1998
- Steering Committee, HCI International '99   1997-1999
- Steering Committee, 2nd Conference on IE Applications and Practices   1997
- Technical Advisor, IEEE Science, Engineering & Technology   1997

Congressional Visits Day (16-17 Apr 97)

- Advisory Committee, ASEAN Ergonomics 97, Kuala Lumpur, Malaysia   1996-1997
- Steering Committee, IEEE Visualization 97. Phoenix AZ   1996-1997
- USAF Principal Member, Human-Centered Systems Committee, National Science and Technology Council (NSTC)   1996-
- Steering Committee for Establishment of Ohio Regional Center for Information Technology   1996
- Session Chair, Ergonomics Society Annual Conference on *Cognitive Quality in Advanced Crew Systems Concepts (United Kingdom)*   1996
- Editorial Board of *Handbook of Applied and Engineering Psychology*   1996
- Organizing Committee, IEEE Computer Society Symposium on Human Interaction With Complex Systems, Dayton OH   1996
- Chair, Organizing Committee NATO AGARD Symposium on Crew Collaboration, Oslo, Norway,   1996-1998
- Chair, Membership Committee; Human Factors & Ergonomics Society   1995-1997
- Program Board: IEEE Int'l Conference on Human-Computer Interaction (August 1997)   1995-1997
- Editorial board: *International Journal of Cognitive Ergonomics*   1995-2003
- External Reviewer: Wright-State University Regional Strategic Plan   1995
- HSI Chair, DOD Infrastructure Review   1994
- Editorial board: *Handbook of Human Factors* (Wiley & Sons)   1994-1996
- Chair, DOD Human Systems Interface Panel   1994-1998
- Chair, Joint Directors of Labs Human Systems Interface Panel   1992-1994
- Chair, NATO AGARD Working Group 20 on 3-D Surface Anthropometry,   1992-1995
- Technical Coordination Program Action Group 13: Human Systems Integration (TTCP-UAG-13)   1992-1993
- Consultant, National Academy of Sciences/National Research Council: Panel on Human Error   1992
- Chair, Human Factors Committee, NATO AGARD, Aerospace Medical Panel   1991-1997
- Member, Scientific Task Planning Group for development of the Aviation Human Factors National Plan - Federal Aviation Administration   1990
- Steering Committee: International Conference on Human Factors in Design for Manufacturability and Process Planning. Honolulu, Hawaii   1990
- Member, NATO Defense Research Group, Panel 8 RSG on Human Error   1990
- Chair, Steering Committee for Crew Systems Ergononics Information Analysis Center   1990-2003
- Peer Reviewer, member, IEEE Systems, Man, and Cybernetics Society   1987-1997
- Member, National Research Council/National Academy of Sciences: Sponsor Committee on Human Factors   1987-2004
- Member, Office of the Under Secretary of Defense/Defense Logistics Agency: Executive Policy Board for Information Analysis Centers   1987-1991
- Member, Panel on Human Factors Specialist Utilization and Education National Research Council/National Academy of Sciences   1987-1990

- Member, Visual Simulation Committee of the Tri-Service Simulation   1987-1989
  Technology Advisory Group
- Review Board: USAF Air Safety Mishap Panel   1987-1989

- Chairman: Tri-Service Human Factors Technology Advisory Group (TAG):
  - Human Engineering Guidelines Committee   1987-1989
  - Design Support Systems Committee   1986-1988
- Project Officer: Air Standardization Coordinating Committee Working   1983-1985
  Party 61 - Proj 113, Aeromedical Aspects of Vision &Visual Enhancement
- Reviewer, Applied Vision Association (UK)   1980-1986
- Peer Reviewer Human Factors & Ergonomics Society   1977-2007
- Consulting and critical program review for NASA, FAA, Army Research   1977-1991
  Institute, Army MANPRINT Office, and AF Aeronautical Systems Center

AWARDS AND HONORS:
- Presidential Rank Award (Nominated by the Secretary of the AF)   2007
- IEEE Senior Member   2004
- Edenfield Executive in Residence; Georgia Institute of Technology   2002-2004
- NATO Scientific Achievement Award   2003
- NATO RTO/HFM Panel Excellence Award   2002
- Fellow, International Ergonomics Association (IEA)   2000
- Fellow, Human Factors & Ergonomics Society   1997
- Department of Defense, Certificate of Merit, Joint Logistics Commanders   1996
- Department of Defense, Technology Transfer Award   1993
- Directors Award, Armstrong Laboratory   1991
- US Patent: Rapid Communication Display Technology, (#4,845,645)   1989
- Scientific and Engineering Technical Achievement Award, Air Force   1989
  Systems Command
- Best Paper Award - Human Factors Society   1988
- Meritorious Award for Program Management   1985
- Rank Prize award, Cambridge University, UK   1984
- Columbia University Graduate Fellowship   1972-1976

CITATIONS:
- Who's Who in the USA
- Who's Who in America
- Who's Who in the World
- Who's Who in Science & Engineering
- Who's Who in Frontier Science and Technology
- Who's Who of Emerging Leaders in America
- Who's Who in the Midwest
- Who's Who in Society
- Dictionary of International Biography

- International Who's Who of Contemporary Achievement
- Personalities of America

SPECIALIZED TRAINING:

• Managing the Process Enterprise, Hammer & Co, Cambridge, MA	2004
• Vanguard Information Technology & Innovation Workshops	2000-2004
• Management of Technology & Innovation, CalTech, Pasadena CA	2002
• Understanding the S&T Enterprise, Brookings Institute, Wash DC	1999
• Marketing Management, WPAFB	1999
• Competitive Technological Intelligence, Georgia Institute of Technology	1998
• Seven Habits of Highly Effective People, Steven Covey	1998
• First Things First, Steven Covey	1997
• 101 Practices of World Class R&D Management, WPAFB	1995
• USAF Acquisition Professional Development Program, Level III	1994
• Public Policy Challenges Facing DOD, Brookings Institute, Wash DC	1994
• Leadership: Creating Opportunity with a Changing Workforce, WPAFB	1994
• Liberation Management, Tom Peters	1993
• Systems Engineering, AFIT, WPAFB, OH	1992
• Acquisition Management, AFIT, WPAFB, OH	1992
• Human Resource Management Today, American Management Association	1992
• Issues in Science & Technology for Science Executives, Brookings Inst	1990
• Total Quality Management, Deming	1989
• Advanced Human Factors Engineering, University of Michigan	1977

SIGNIFICANT ACCOMPLISHMENTS:

R&D Leadership & Management:

• Senior Mentor and advisor: AFRL International Program encompassing technical agreements with 39 countries	2006-2007
• HE Chief Scientist responsible for quality and value performance of ~$200M/yr R&D portfolio.	1997-2007
• Established AFRL thrust on Revolutionary Human Optimization to capitalize on advances in psycho-pharmacology, robotics and augmented cognition	2005-2007
• Conceived and established the Defense Cognitive Systems Engineering Center under the Dayton-based Wright Brother's Institute.	2001-2007
• Chief of the USAF Armstrong Laboratory Human Engineering Division responsible for breakthrough advances in helmet mounted systems, night-vision systems and advanced crew station concepts.	1991-1997
• Established US/UK MOU on Helmet Systems Technology (VISTA Warrior, Nunn Amendment Program)	1996-2001
• Project Manager: US-Sweden MOU on Air Crew Protection and Performance	1995-2007
• Established: US-French MOU for Super Cockpit Technologies (Nunn)	1993-1997

- Establishing and chaired tri-services/DARPA planning group for Human   1994-1995
  Systems Interface Technologies. Successfully fielded Master Plan for
  the $200M FY95 Program for OSD and Congress.
- Lead the formation of the joint service Reliance Human Systems Interface   1992-1997
  Technology Panel (HSI) and served as first Chairman
- Assembled and managed multi-agency consortia (including Army, Navy,   1980-1991
  Air Force, NASA, FAA, and NATO AGARD) resulting in principal
  funding and support of four major research and analytic study projects.

- Conceived, proposed and founded the Crew System Ergonomics Info   1987-
  2006 Analysis Center (CSERIAC)at Wright-Patterson AFB.An internationally
  recognized, information and technology clearing house for DoD.

PATENTS AND PUBLICATIONS:
PATENT: Rapid Communication Display Technology, (1989) US Patent #4,845,645

Rouse, W.B., & Boff, K.R. and Sanderson, P (2012). Complex socio-technical systems - Understanding and influencing the causality of change. IOS Press: Amsterdam

Rouse, W.B., & Boff, K.R. (2011). Cost-benefit analysis of human systems investments. In G. Salvendy, (Ed.), *Handbook of Human Factors and Ergonomics. (Fourth Edition)* New York, NY: John Wiley & Sons, Inc.

Boff, K.R. (2006). Revolutions and shifting paradigms in human factors and ergonomics. *Applied Ergonomics*. 37, 391-399.

Rouse, W.B., & Boff, K.R. (2006). Value-Centered R&D. In Rouse W.B. (Ed). Enterprise transformation: Understanding and enabling fundamental change. Wiley, New York.

Rouse, W.B., & Boff, K.R. (2006). Cost-benefit analysis of human systems investments. In G. Salvendy, (Ed.), *Handbook of Human Factors and Ergonomics. (Third edition)* New York, NY: John Wiley & Sons, Inc.

Rouse, W.B., & Boff, K.R. (Eds) (2005). *Organizational simulation. From modeling and simulation to games and entertainment* Wiley, New York.

Rouse, W.B., & Boff, K.R. (2004). Value-centered R&D organizations. Ten principals for characterizing, assessing, and managing value. *IEEE Systems Engineering*. 7(2), 167-184.

Rouse, W.B., & Boff, K.R. (2003). Value Streams in Science and technology: A case study of value creation. Information and intelligent tutoring systems – knowledge- Systems Management. *IEEE Systems Engineering*. 6(2), 76-91.

Rouse, W.B., & Boff, K.R. (2003). Cost/Benefit analysis for human systems integration - Assessing and trading off economic and non-economic impacts of HIS. (Booher, H.R. (ED). *Handbook of Human Systems Integration*. John Wiley & Sons. New York: NY.

Rouse, W.B., & Boff, K.R. (2001).Impacts of next-generation concepts of military operations on human effectiveness. Information – knowledge- Systems management. 2(2001). 1-11.

Rouse, W.B., & Boff, K.R. (2001). Strategies for value: Quality, productivity and innovation In R&D/technology organizations. Systems Engineering, 4(2). 87-106.

Rouse, W.B., & Boff, K.R. (2000). Cost/benefit challenges: How to make the case for

Rouse, W.B., & Boff, K.R. (1999). Making the case for investments in human effectiveness. Information - Knowledge - Management. 1(3). 225-247.

Rouse, W.R. and Boff, K.R. (1998). R&D/Technology management: A framework for putting technology to work. *IEEE Transactions on Systems, Man, and Cybernetics, Part C: Applications and Reviews.* 28 (4), 501-515.

Rouse, W.R. and Boff, K.R. (1998). Knowledge Maps for knowledge mining: Application to R&D/Technology management. *IEEE Transactions on Systems, Man, and Cybernetics, Part C: Applications and Reviews*. 28 (3). 309-317.

Rouse, W.R. and Boff, K.R. (1998), Human Factors of Design. *Ergonomics in Design, The Magazine of Human Factors Applications*. 6 (1), 11-17.

Rouse, W.R., Boff, K.R., and Sutley Thomas, B.G. (1997). Assessing cost/Benefits of research and development investments. *IEEE Transactions on Systems, Man, and Cybernetics, Part A: Systems and Humans.* 27 (4), 389-401.

Rouse, W.R. and Boff, K.R. (1997). Assessing cost-benefits of human factors. In G. Salvendy, (Ed.), *Handbook of Human Factors and Ergonomics.* New York, NY: John Wiley & Sons, Inc.

Boff, K.R. (1994). Ergonomics & military performance. *35th NATO DRG Seminar on Improving Military Performance Through Ergonomics*, Mannheim, GE. AC/243-TP/6, 45-60.

Boff, K.R. (1994). The usability of behavioral research findings in system design. In: Gartner-Widdel-Ste (Eds.), *Mensch-Maschine-Systeme und Neue Informationstechnologien*. Dusseldorf: Carl Hansa Verlag Mur and VDI Verlag.

Cody, W.J., Rouse, W.B., and Boff, K.R. (1994). Designer's associates: Intelligent support for information access and utilization in design. In W.B. Rouse, (Ed.), *Human technology interaction in complex systems* (Vol 7). Greenwich, CT: JAI Press.

Boff, K.R. (1993). Advances in human prototyping: Implications for crew system integration and system safety. *Proceedings of the International Conference on Aircraft Flight Safety*, Zhukovsky, Russia

Matin, E., Shao, K.C., and Boff, K.R. (1993) Saccadic overhead: Information processing time with and without saccades. *Perception and Psychophysics.* 53(4), 372-380.

Cody, W.J., Rouse, W.B., and Boff, K.R. (1993). Functional requirements for computer-based associates that support access and use of technical information. Armstrong, Laboratory, Human Engineering Division, Wright-Patterson AFB OH. *AL/CF-1993-0069.*

Boff, K.R., Monk, D.L. (1992). Computer-aided systems human engineering: A hypermedia tool. CSERIAC *Gateway*, 3 (2), 1-5.

Licht, D.M., Polzella, D.J., & Boff, K.R. (1991). Human factors, ergonomics, and human factors engineering: Analysis of definitions (Tech. Rep. 89-01). Wright-Patterson Air Force Base OH: CSERIAC Program Office

Swierenga, S.J., Boff, K.R., and Donovan, R.S. (1991). Effectiveness of coding schemes in rapid communication displays. *Proceedings of the 35th Annual Human Factors Society*, San Francisco, CA, 1522-1526.

Boff, K.R., Monk, D.L., Swierenga, S.J., Brown, C.E., and Cody, W.J. (1991). Computer-aided human factors for system designers. *Proceedings of the 35th Annual Human Factors Society*, San Francisco, CA.

Rouse, W.B., Cody, W.J., and Boff, K.R. (1991). The human factors of system design: Understanding and enhancing the role of human factors engineering. *International Journal of Human Factors in Manufacturing*, 1, 87-104.

Brown, C.E., Boff, K.R., and Swierenga, S.J. (1991). Cockpit resource management: A social psychological perspective. *Proceedings of the 6th International Symposium on Aviation Psychology*, Columbus, OH, 1, 398-403.

Swierenga, S.J. and Boff, K.R. (1991). Coding techniques for rapid communication displays. *Proceedings of the 6th International Symposium on Aviation Psychology*, Columbus, OH, 1, 204-209.

Matin, E. and Boff, K.R. (1990). An adaptive (tracking) procedure for measuring visual search, *Perceptual & Motor Skills*, 70, 243-253.

Licht, D.M., Polzella, D.J., & Boff, K.R. (1990). Human factors, ergonomics, and human factors engineering: an analysis of definitions. Proceedings of the *98th Annual Meeting of the American Psychological Association*, Boston, MA.

Rouse, W.B., Cody, W.J., Boff, K.R., and Frey, P.R. (1990). Information systems for supporting design of complex human-machine systems. In C.T. Leondes (Ed.), *Advances in Aeronautical Systems*, (Vol. 38 pp. 41-100), San Diego: Academic Press.

Matin, E. and Boff, K.R. (1990). Human-machine interaction with serial visual displays. *Proceedings of the Society for Information Display (SID) Conference*, Las Vegas, NV, 257-260.

Swierenga, S.J., Boff, K.R., and Morton, K. (1990). An engineering perspective on the usefulness and usability of human engineering information in system design. *Proceedings of the 34th Annual Human Factors Society*, Orlando, FL.

Boff, K.R., Polzella, D.J., and Morton, K. (1990). Crew system ergonomics information analysis center: A gateway for technology transfer. *Technology Transfer in a Global Economy: Proceedings of the Technology Transfer Society*, Dayton, OH, 277-282.

Swierenga, S., Morton, K., and Boff, K.R. (1990). Issues concerning the use of human engineering information: The system designers' perspective. *Proceedings of the 42nd National Annual Meeting of the IEEE National Aerospace and Electronics Conference*, Dayton, OH, 881-885.

Boff, K.R. (1990). Factoring ergonomics into system design. CSERIAC *Gateway*, 1(2), 1-2.

Boff, K.R. (1990). Meeting the challenge: *Factors in the design and acquisition of human engineered systems. In H. Booher (Ed.). *People, machines and organizations: A MANPRINT approach to systems integration*, (pp. 551-572). New York, NY: Van Nostrand Reinhold

Boff, K.R. and Lincoln, J.E. (1989). *Engineering data compendium: Human perception and performance.* (Compact Disk Edition). Armstrong Aerospace Medical Research Laboratory.

Osgood, S.S., Boff, K.R. and Donovan, R.S. (1988). Rapid communication display technology efficiency in a multi-task environment. *Proceedings of the 32nd Annual Human Factors Society*, Anaheim, CA, 1395-1399.

Lincoln, J.E. and Boff, K.R. (1988). Making behavioral data useful for system design applications: Development of the engineering data compendium. *Proceedings of the 32nd Annual Human Factors Society Meeting*, Anaheim, CA, 1021-1025.

Boff, K.R. and Martin, E.A. (1988). Human performance data in simulation design. *Proceedings of the AIAA Flight Simulation Technologies Conference*, Atlanta, GA, 1-5.

Boff, K.R. (1988). The value of research is in the eye of the beholder. *Human Factors Society Bulletin*, <u>31</u> (6), 1-4.

Matin, E. and Boff, K.R. (1988). Information transfer rate with serial and simultaneous visual display formats. *Human Factors*, <u>30</u> (2), 171-180.

Boff, K.R. and Lincoln, J.E. (Eds.) (1988). *Engineering data compendium: Human perception and performance*. (Vol. 1-4). Wright-Patterson AFB, OH: Armstrong Aerospace Medical Research Laboratory/NATO.

Boff, K.R. (1987). Matching crew system specifications to human performance capabilities. *Proceedings of the 45th NATO AGARD Guidance and Control Panel Symposium*. The Man-Machine Interface in Tactical Aircraft Design and Combat Automation, AGARD-CP-425, Stuttgart, Germany, 29-1-29-9.

Matin, E., Boff, K.R., and Donovan, R.S. (1987). Raising control/display efficiency with rapid communication display technology. *Proceedings of the 31st Annual Human Factors Society*, New York, NY, 258-262.

Boff, K.R. (1987). The Tower of Babel revisited: Cross-disciplinary chokepoints in system design. In: W.B. Rouse and K.R. Boff (Eds.), *System design: Behavioral perspectives on designers,tools and organizations*, (pp. 1-13). New York, NY: North-Holland.

Boff, K.R. (1987). Designing for design effectiveness of complex avionics systems. *The Design, Development and Testing of Complex Avionics Systems*, NATO AGARD CP-417, 1-15.

Rouse, W.B. and Boff, K.R. (Eds.) (1987). System design: *Behavioral perspectives on designers, tools and organizations.* New York, NY: North-Holland.

Rouse, W.B. and Boff, K.R. (1987). Workshop themes and issues: The psychology of system design. In: W.B. Rouse and K.R. Boff (Eds.), *System design: Behavioral perspectives on designers, tools and organizations* (pp. 7-17). New York, NY: North-Holland.

Rouse, W.B. and Boff, K.R. (1987). Designers, tools, and environments: State of knowledge, unresolved issues and potential directions. In: W.B.Rouse and K.R. Boff (Eds.), *System design: Behavioral perspectives on designers, tools and organizations*. (pp. 43-63). New York, NY: North-Holland.

Boff, K.R., Kaufman, L., and Thomas, J. (1986). *Handbook of perception and human performance: Vol. 1, Sensation and perception..* New York, NY: John Wiley & Sons.

Boff, K.R., Kaufman, L., and Thomas, J. (1986). *Handbook of perception and human performance: Vol 2, Cognition and performance*. New York, NY: John Wiley & Sons.

Boff, K.R. (1986). Factoring ergonomics data into system design. *Proceedings of 23rd Annual Meeting of ASCC Working Party 10*, North Luffenham, Leicestershire, UK.

Reitman, W., Weishedel, R., Boff, K.R., Jones, M., and Martino, J. (1985). *Automated information management technology: A technology investment strategy.* (Report No. AFAMRL-TR-85-042.). Wright-Patterson AFB, OH: Paul M. Fitts Human Engineering Division, Harry G. Armstrong Aerospace Medical Research Laboratory.

Boff, K.R., Calhoun, G.L., and Lincoln, J.E. (1984). Making perceptual and human performance data an effective resource for designers. *NATO Defense Research Group Workshop (Panel VIII).* Applications of systems ergonomics to weapon system development, Shrivenham, England. Vol 1, D-93-108

Calhoun, G.L., Arbak, C., and Boff, K.R. (1984). Eye controlled switching for crew station design. *Proceedings of the 28th Annual Meetings of the Human Factors Society,* 1, 258-262.

Boff, K.R. and Calhoun, G.L. (1983). Research requirements for advanced 3-D displays. Proceedings of the IEEE National Aerospace and Electronics Conference. Dayton, OH.

Boff, K.R. (1982). Critical research issues on cockpit applications of 3-D displays. Proceedings of the National Academy of Sciences.

Boff, K.R. (1982). Integrated perceptual information for designers. IN *Proceedings of the IEEE National Aerospace and Electronics Conference.* (NAECON), New York, NY: IEEE Publishing Services. 1, 430-434.

Boff, K.R. and Martin, E. (1980). Aircrew information requirements in simulator display design: The integrated cueing requirements study. *Proceedings of the 2nd Inter-- Service/Industry Training Equipment Conference*. Washington, DC: National Security Industrial Association. 355-362.

Boff, K.R. (1979). Part-task trainer for the F-106A MA-1 radar-infrared fire control system: field evaluation of acceptance and utilization. Air Force Human Resources Laboratory Technical Memo.

Boff, K.R. (1979). Vernier offset resulting from induced visual latency. *Supplement to Investigative Ophthalmology and Visual Science*. Vol 24 (4), 92-93.

Matin, L. and Boff, K.R. (1978). Orientation dependence of vernier distortion and vernier

acuity. *Supplement to Investigative Ophthalmology and Visual Science*. Vol 23 (4), 133.

Boff, K. R. (1978). *The influence of rotary target motion on perceived vernier offset and vernier acuity.* Dissertation. Columbia University, New York, NY.

Boff, K.R., and Matin, L. (1977). Velocity independence of vernier offset produced by rotary target motion. *Supplement to Investigative Ophthalmology & Visual Science*. Vol 22 (4).

Matin, L., Boff, K.R., and Pola, J. (1976). Vernier offset with rotary target motion. *Perception and Psychophysics*. Vol. 20 (2), 138-142.

CHAIRED WORKSHOPS AND PROFESSIONAL SHORT COURSES
- Chair and prime organizer of the Workshop on Interdisciplinary Workshop on Influence and Persuasion in the Formation and Sustainment of Social-Fringe Groups. Kuching, Malaysia. Feb 2012.
- Chair and prime organizer of the Workshop on "Understanding and influencing the causality of change in complex socio-technical systems. Queensland, Australia. Feb 2011.
- Senior Mentor: Interdisciplinary workshop on society, culture and language, University of Plymouth, UK. Nov 2010.
- Senior Mentor: Workshop on methodological and theoretical issues in the study of values in Islamic countries. Cairo, Egypt. Jun 2010.
- Chair & Principal Organizer, The Etiology and Impact of Digital Natives on Societies, Cultures and Commerce. Korean Advanced Institute of Science and Technology (KAIST), Taejeon, SK. November 2009
- Chair & Principal Organizer, Culture: Affect, Behavior and Cognition. A Multi-disciplinary WS. Lankawi, Malaysia, December 2008
- Director, WS on Organizational Simulation, Clearwater, FL, December 2003
- Director, Strategies for Value WS. Atlanta GA, June 2001
- Director, Getting to Value: Enhancing Quality, Productivity and Innovation; Dayton OH, Nov 2000
- Director, Planning for Innovation WS; Stone Mountain, GA, Feb 2000
- Director, Putting Technology To Work Workshop; Sinclair College, Dayton OH, October, 1998
- Chair: *3-D Surface Anthropometry Working Group*. NATO AGARD, April 1993-1995
  Wright-Patterson AFB OH, April 1995
  Universite Rene Descartes a Paris, Paris, France, October 1994
  National Research Council, Ottawa, Canada, April 1994
  Escola Do Servico De Saude Militar, Lisbon, Portugal, October 1993
  DKFZ, Heidelberg, Germany, April 1993
- Director: Short Course - *Human Factors: Case Studies & Applications in Engineering Design* Crew System Ergonomics Information Analysis Center (CSERIAC). Dayton, OH; June 1990.

- Director: Short Course - Engineering for Man-Machine Systems: Human Performance for System Designers. The University of Dayton. Dayton, OH, June 1988.
- Director: Short Course - *Human Engineering Design Considerations for Aircrew Station Modification*; NATO AGARD, June 1988.
   Escola Do Servico De Saude Militar, Lisbon, Portugal.
   War Museum. Athens, Greece.
   Delft University of Technology. Delft, Netherlands.
- Co-Director: *The Psychology of System Design Workshop*, Lake Lanier, GA, March 1986.
- Director: *Human Perception and Performance* Workshop for System Designers. The University of Dayton, Dayton, OH; June 1986.
- Director: *Automated Information Management Technology Workshop*. Dayton, OH; April 1984.
- Director*: Integrated Perceptual Information for Designers Workshop*. Air Force Institute of Technology, Wright-Patterson AFB, OH; March 1981.

KEYNOTES, INVITED COLLOQUIA AND SPECIAL PRESENTATIONS:

Invited Colloquium: Implementing Human Factors in Complex Adaptive Systems. University of Linkoping, Linkoping SW. April 2009

Invited Presentation: Challenges Implementing "Effective" HCIV Solutions in Complex Systems. Fraunhofer Institute, Kaiserslautern GE. March 2009

Invited Keynote Address: Complex Systems Perspective on the Revolution in Human Performance Optimization. Complex 2007, Gold Coast AU

Invited Keynote: Revolutions in human system integration: Exploring the impacts of rapidly shifting paradigms. HCI-Aero 2006. Seattle WA. Sept 2006

Invited Keynote: Revolutions and shifting paradigms in human factors and ergonomics. 50th Anniversary Meeting of International Ergonomics Association. Maastricht, NE. July 2006

Invited Presentation: Swedish Defense Research Agency (FOI). Linkoping, Sweden. June 2006

Invited Keynote: From HSI to CSI: Homunculus redux? International Conference on Augmented Cognition, Las Vegas, NE. July 2005

Invited Speaker: MANPRINT: Transforming for the soldier workshop. Arlington, VA. 2004

Invited Colloquium: Mind over matter: Cognitive science, modeling and engineering in the Air Force. Georgia Institute of technology. Atlanta GA. October 2002

Invited Keynote: Human factors R&D: A strategy for the new millennium. ASEAN

Ergonomics '2000. Singapore, November 2000.

Invited Capstone Speaker. How abstract is too abstract? How real is too complex? *CODATA Euro-American Workshop, "Visualization of Information and Data, Where are We and Where Do We Go From Here?*," Paris, FR. June 1997

Invited Speaker, EuroVis Symposium. University of Kaiserslautern, GE, June 1997

Invited Plenary Address. Human technology integration: A framework for the future. *AGARD 2020 Spring Symposium*, Paris, FR. April 1997.

Invited Presentation: (with W.R. Rouse) "*Support to cost-effectiveness assessment in systems acquisition,*" Joint US/UK workshop on Human Factors. San Diego CA, February 1997

Invited Presentation: *"Making the Case for Human Factors"*. National Academy of Sciences Workshop. Wash DC, December 1996.

Invited Keynote Address: Making visualization work: how abstract is too abstract - how real is too complex? *IEEE Symposium on Information Visualization*. San Francisco CA, October 1996.

Invited Keynote Address: Complex system interfaces: some chokepoints on the road from theory to applications. *IEEE Computer Society Symposium on Human Interaction with Complex Systems*. Dayton OH, August 1996

Invited Keynote Address: Human Engineering: Advanced Human System Interface Technologies, *Fifth International Conference on Human-Machine Interaction and Artificial Intelligence in Aerospace*, Toulouse, France. September 1995

Invited Keynote Address: Human Engineering In the US Air Force: *Conference on Human Factors in Aviation*, Linkoping Technical University, Linkoping, Sweden. May 1995

Invited Presentation: Human factors in the US Air Force. National Academy of Sciences, Human Factors Committee. Wash DC, April, 1995.

Invited Keynote address: Ergonomics & Military Performance. Presented at the *35th NATO DRG Seminar on Improving Military Performance Through Ergonomics*, Mannheim, GE, September 1994.

Colloquium: *Human Factors in the Wild: A Profile of the Fitts Human Engineering Division.*   Wright State University, Departments of Human Factors and Computer Sciences, Dayton, OH, April, 1994.

Colloquium: *Usefulness and Usability of Human Factors Data*: University of Toronto, Canada, December 1993

Invited Address: Ergonomics in Motor Vehicle Manufacturing, Issues and Opportunities. *Motor Vehicle Manufacturer's Association Symposium*, Livonia, MI, June, 1992.

Colloquium: *Human Factors in System Design*. The HUSAT Research Centre, Leicestershire, UK, November, 1989.

Invited Address: *Integration of Human Factors Research with Systems Development.*
   1.   DCIEM. Toronto, Canada. February, 1989.
   2.   Canadian National Research Council. Ottawa, Canada, February 1989.

Invited Address: *Crew System Ergonomics Information Analysis*. National Research Council. Washington, DC, March, 1989.

Invited Address: Human Factors in Design. *The Fourth Mid-Central Ergonomics/Human Factors Conference*, University of Illinois, Champaign-Urbana, IL, July, 1987.

Colloquium: *Human Factors: From Research to Applications*. CERMA. Paris, France, September 1987.

Colloquium: *Engineering of Ergonomics Knowledge.* RAF Institute of Aviation Medicine. Farnborough, UK, September 1987.

Colloquium: *Aiding the Design of Complex Human System Interfaces*. The Human Sciences and Advanced Technology Research Center (HUSAT). Loughborough, England, December 1987.

Colloquium: *Usability of Human Performance Data for System Design*. MRC Applied Psychology Unit, Cambridge, England, December 1987.

Colloquium: *Integrating Perceptual Information into Interface Design*. XEROX EUROPARC. Cambridge, England, December 1987.

Colloquia: *Human Performance in System Interface Design:* Japan, April 1985.
   University of Tokyo, Komaba, Tokyo
   University of Kyoto, Kyoto
   University of Osaka, Toyonaka, Osaka
   Aichi Institute of Technology, Toyota
   Hosei University, College of Engineering, Tokyo
   Hitachi Ltd., Kokubunji, Tokyo
   Japanese Auto Research Institute, Tsukuba

Computer-Aided Systems Human Engineering: A Hypermedia Design Tool. *35th Annual Human Factors Society Meeting*, San Francisco, CA, September, 1991.

Understanding the Usefulness and Usability of Technical Information. *NATO/AGARD Technical Information Panel.* Brussels, Belgium, November, 1989.

Matching Crew System Specifications to Human Performance Capabilities*, NATO AGARD*. Stuttgart, Germany, September 1987.

Factoring Ergonomics Data into System Design. *Symposium of Air Standardization Coordinating Committee, WP 10*, RAF North Luffenham, Stamford, Leicestershire, UK, September 1986.

Information Transfer From Research to Applications: The Roles of Archival Publications. *IEEE International Conference on Systems, Man, and Cybernetics*. Atlanta, GA, October 1986.

Invited Address: Human Performance Considerations in the Display of Information in Depth. *Rank PrizeConference: Biological and Engineering Aspects of Visual Hyperacuity, Depth Perception and 3-D Displays*. Trinity College, Cambridge, England, January 1984.

A Philosophy for Integrated Perceptual Information for Designers. *Annual Meetings of the American Psychological Association*., Anaheim, CA, September 1983.

Advanced Display Concepts and Integrated Perceptual Information for Designers. *NASA Human Role in Space Workshop*. Leesburg, VA, August 1982.

Advanced Applications for 3-D Perception. *First Annual Adelphi University Applied Experimental Psychology Conference*, New York, NY, October 1982.

Colloquium: *Use of Perceptual Data in Display Design*. Graduate Psychology/Human Factors Program, Wright State University, Dayton, OH, May 1981.

The Use of Perceptual Data in Training Device Design. *Annual Meeting of the American Psychological Association*. Montreal, Canada, September 1980.

Invited lectures: *Pilot Cues and Psychological Aspects of Flight Simulation*, AIAA/University of Dayton, Dayton, OH, March/October 1980.

Colloquium: *Visual Perception and Dynamic Computer Generated Images.* Electrical Engineering and Psychology Departments, University of Rhode Island, April 1980.

Invited Lecture: *Visual Perception and Flight Simulation, Graduate Psychology/Human Factors Program,* Wright State University, Dayton, OH, May 1980.

Integrated Perceptual Information for Designers, *Bi-Annual Human Factors Technology Advisory Group,* New Orleans, LA, October 1980.

Integrated Cueing Requirements Study. *2nd Interservice/Industry Training Equipment Conference*, Salt Lake City, UT, 1980.

Vernier Offset Resulting from Induced Visual Latency. *Association for Research in Vision and Ophthalmology,* Sarasota, FL, May 1979.

Integrated Cueing Requirements for Flight Simulation. *Annual Meeting of the American Psychological Association*, New York, NY, September 1979.

Integrated Cueing Requirements for Flight Simulation, *NATO/AGARD Working Group 10*, Orlando, FL, November 1979.

Orientation Dependence of Vernier Distortion and Vernier Acuity. *Association for Research in Vision and Ophthalmology*, Sarasota, FL, May 1978.

Orientation Selectivity for Processing of Vernier Offsets. *Annual Meeting of the Eastern Psychological Association,* Washington, D.C., 1978.

Velocity Independence of Vernier Offset Produced by Rotary Target Motion. *Association for Research in Vision and Ophthalmology*, Sarasota, FL, May, 1977.

An Illusion of Vernier Offset with Rotating Targets. *Annual Meeting of the Eastern Psychological Association*, New York, NY, September, 1974.